



MAIDEN ERLEGH
TRUST

**Annual Report and Financial
Statements**

31 August 2021

Company Limited by Guarantee
Registration Number
07548754 (England and Wales)

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Reference and administrative information

Members	N Jones R Nicholson J Dennis A Tarar I May (from 1 September 2021)
Trustees	N Jones (Chair) I May (Vice Chair) (until 31 August 2021) R Kenwick J Rothwell (until 9 May 2021) A Starnes J Hobson M Bellamy C Ainslie (until 22 October 2021) T Hanley N Pouney (from 1 November 2020) L Batalla-Duran (from 11 November 2020)
Company Secretary	J Peck
Senior Management Team	
Chief Executive Officer	M Davies
Chief Financial and Operations Officer	J Peck
Director of Inclusion and Safeguarding	A Walker
Director of Standards and Continuous Improvement	S Elliss
Executive Headteacher – Secondary	A Johnson
Executive Headteacher – Special/AP	M Wilton
Executive Headteacher – Primary	F Walker
Company registration number	07548754 (England and Wales)
Registered office	Maiden Erlegh School Silverdale Road Earley Reading RG6 7HS
Auditor	Buzzacott LLP 130 Wood Street London EC2V 6DL

Reference and administrative information

Bankers

Lloyds Bank PLC
24 Broad Street
Reading
RG1 2BT

NatWest
131 Crockamwell Road
Woodley
Reading
RG5 3XZ

Solicitors

Winckworth Sherwood LLP
Minerva House
5 Montague Close
London
SE1 9BB

Trustees' report Year to 31 August 2021

The Trustees present their annual report together with the financial statements and auditor's report of the charitable company for the period 1 September 2020 to 31 August 2021. The annual report serves the purposes of both a Trustees' report and a Directors' report under company law.

The Trust operates six academies for pupils aged 3 to 18 across Berkshire and Oxfordshire. Our schools have a combined pupil capacity of 4,164 and had a roll of 3,549 in the combined school census on October 2021.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

Maiden Erlegh Trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the Trust. The Trustees of Maiden Erlegh Trust are also the directors of the charitable company for the purposes of company law. The charitable company operates as Maiden Erlegh Trust.

Details of the Trustees who served during the year are included in the Reference and Administrative Details on page 1.

Members' Liability

Each member of the charitable company undertakes to contribute to the assets of the charitable company in the event of it being wound up while they are a member, or within one year after they cease to be a member, such amount as may be required, not exceeding £10, for the debts and liabilities contracted before they ceased to be a member.

Trustees' Indemnities

There were no provisions required for third party indemnity. In accordance with normal commercial practice, the Trust has purchased indemnity insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on Trust business. Details of this can be found in note 11.

Method of Recruitment and Appointment or Election of Trustees

The Articles of Association provide for a minimum of three Trustees but (unless otherwise determined by ordinary resolution) shall not be subject to a maximum.

The Trustees may co-opt additional trustees based on their skills and experience following an interview conducted by a sub-group of trustees. The trustees may not co-opt an employee of the Trust as a Co-opted Trustee if thereby the number of Trustees who are employees of the Trust would exceed one third of the total number of Trustees including the Chief Executive Officer to the extent he or she is a Trustee.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Policies and Procedures Adopted for the Induction and Training of Trustees

Induction for new Trustees includes a suite of statutory training, administered through the Trust's training portal (HANDSAM), alongside other online training available through the National Governance Association. Additionally, all Trustees are required to declare any pecuniary interests, sign the code of conduct and complete the NGA Skills Audit upon commencement of their post. All new Trustees are provided with access to GovernorHub in order to be able to access trust board meeting minutes and papers. All new Trustees are assigned a mentor, an experienced Trustee who can support them, and both the CEO and CFOO make themselves available for an introduction to the Trust.

Organisational Structure

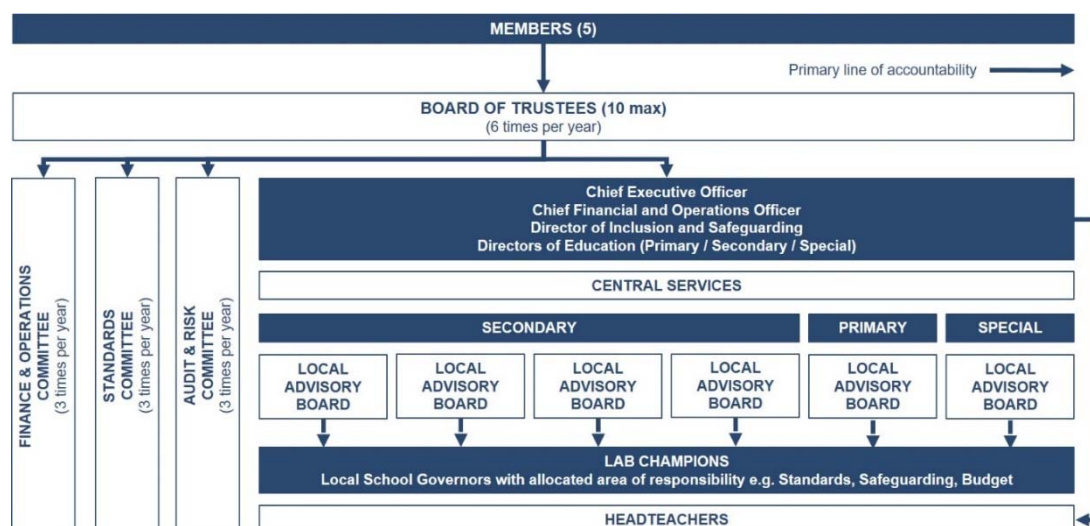
During the year 2020-21 the Trust had three sub-committees: Standards, Finance & Operations, and Audit & Risk. Other areas of governance are allocated to Trust Strategic Leads, each of whom is a Trustee with a specific area of strategic focus. They provide a link to each Local Advisory Board (LAB) or Trust Executive Officer so that communication flows between the Trust and the LABs, and Executive and the Trust board. They monitor their LAB/Executive links on their strategic planning and the impact of their work and identify and facilitate support as necessary. This structure allows for more focus to be placed on areas of strategic importance and ensures that key messages flow between the LAB's and the Trust board. During the prior year, the Trust reviewed its governance arrangements and amended the committee structure to provide more focus to its Standards remit. With effect from 1 September 2021 there shall be four sub-committees of the Trust: Educational Standards, Culture and Environment, Finance and Operations, and Audit and Risk.

The Chief Executive Officer, Director of Inclusion and Safeguarding and Director of Curriculum and Continuous Improvement have oversight of the quality of teaching in each school and assess and report on the development, attainment and progress of pupils and students to the Board of Trustees on a regular basis. Furthermore, they routinely provide cover in their subject specialisms as and when required.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Organisational Structure (continued)

The structure of governance for the year ended August 2021, is shown below:



A Scheme of Delegation is in place which sets out the responsibilities and accountabilities of all levels of governance within the Trust. The Scheme of Delegation is reviewed at least annually, or when there is a structural change to the Trust.

There also exists a Scheme of Financial Delegation which sits alongside the Financial Procedures Manual and this governs the level of financial authority devolved to each school. Levels of financial authority are further governed through the Trust financial system, PS Financials.

Arrangements for setting pay and remuneration of key management personnel

Performance management and pay determination for the Chief Executive Officer is conducted by the Chair of the Trust alongside an external advisor. Performance management and pay determination of the Chief Financial and Operations Officer is conducted by the Chief Executive Officer and the Chair of the Trust. Performance management and pay determinations of other key school and central services leadership positions, including Headteachers, is conducted by the Executive Leadership in line with the Trust's Pay Policy.

The Trust has established pay ranges for its Executive Leadership and key management personnel, based on the principles of the STPCD and NJC terms. On determining appropriate pay ranges, the Trust considers the permanent responsibilities of each role, any challenges that are specific to the role and all other relevant considerations.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Trade union facility time

The Trade Union (Facility Time Publication Requirements) Regulations 2017 require the Trust to publish information on facility time arrangements for trade union officials at the Trust. The Trust confirms that there were no employees acting as trade union officials within the meaning of these regulations during the year ended 31 August 2021. Facility time is not provided by the Trust and therefore no employee spent time on facility time and no percentage of the pay bill was spent on facility time.

Related Parties and other Connected Charities and Organisations

The Trust has previously had a long-standing association with Tyr Abad Residential Education Centre. Maiden Erlegh School was a founding member of the Centre and the Headteacher of Maiden Erlegh School was previously the Executive Trustee of that organisation. Owing to the pandemic, Tyr Abad Residential Education Centre was voluntarily liquidated in May 2021 and as such no further association exists. The Tyr Abad Residential Centre was not under the control of the Academy Trust and therefore is not consolidated into the figures of the Trust.

Engagement with employees (including disabled persons)

Maiden Erlegh Trust is committed to providing equal opportunities for all staff and prospective employees and seeks to eliminate unlawful discrimination in all aspects of employment, including recruitment, promotion, opportunities for training, pay and benefits, discipline and selection for redundancy. During the period the Trust implemented blind recruitment and has developed a Diversity and Inclusion strategy through the establishment of Diversity and Inclusion working groups.

Our commitment to inclusive practice is demonstrable through the Trust's Equality Policy, Recruitment and Selection Policy and the Accessibility Plans in place at each of our schools.

Maiden Erlegh Trust seeks to maintain positive relationships with employees through provision of information and consultation where appropriate, and meets with union representatives regularly. During the period we have consulted on a range of issues, including on amendments to teacher contact time and restructure.

Engagement with suppliers, customer and others in a business relationship with the Trust

Maiden Erlegh Trust is committed to fostering good relationships that benefit both our organisation and our suppliers. Our aim is to be supplied with the goods and services we need, at best value and in timescales that support our objectives. Suppliers are offered open and transparent routes with which to tender for the supply of goods and services, and during the period the Trust engaged in a number of public procurement activities, including the provision of a new MIS and an ICT Outsource provider, using national procurement frameworks. The Trust are also committed to supporting local businesses in the communities we serve.

OBJECTIVES AND ACTIVITIES

Objects and aims

The Trust's objects and aims are set out below:

- ◆ To advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing schools offering a broad and balanced curriculum.
- ◆ To promote for the benefit of the inhabitants of the areas in which the schools are situated the provision of facilities for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances, or for the public at large in the interests of social welfare and with the object of improving the condition of life of the said inhabitants.

Maiden Erlegh Trust schools will excel at bringing out the best in students of all abilities. To do this we place our pupils, students and learners at the heart of what we do and work closely in partnership with parents and local stakeholders to further these aims.

We provide:

- ◆ A safe, calm, respectful and happy place to work and learn.
- ◆ Stimulating and challenging learning for all.
- ◆ High quality and inspiring teaching.
- ◆ A rich and relevant curriculum.
- ◆ Varied and exciting extra-curricular opportunities which allow students to flourish outside the classroom.
- ◆ High quality and personalised pastoral care.

None of our schools will be complacent – we compare our work with that of the best schools in the country and seek to continue to improve.

Objectives, strategies and activities

The strategic aims of the Trust in relation to its schools for the year ended August 2021 are summarised below:

The schools in our Trust will:

- ◆ Provide the best comprehensive education in the area and be in the top 10% of schools nationally.
- ◆ Provide a safe, respectful, and calm environment in which to learn and work.
- ◆ Provide a quality of teaching which is typically no less than “good” and more often “outstanding”.

OBJECTIVES AND ACTIVITIES (continued)

Objectives, Strategies and Activities (continued)

- ◆ Provide a broad and balanced integrated academic and enrichment curriculum so that students are motivated and enthused, achieve the highest standards and are prepared for the next phase of their lives.
- ◆ Provide useful information and feedback to students so they know how to improve and can take responsibility for that improvement.
- ◆ Provide useful information to parents so they can support their children's improvement.
- ◆ Provide effective support and development opportunities to staff and promote high levels of morale and job satisfaction.

The Trust's strategies are encompassed in its values and ethos – its schools are schools of “opportunity, diversity and success for all”, enabling students to develop socially as well as academically, be confident about themselves, motivated by a strong sense of personal worth and showing consideration for others. The Trust and each of its constituent schools sets clear expectations and high standards of behaviour, promoting traditional values which underpin life-long learning and achievement.

Public Benefit

The Trustees confirm that they have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit. They have referred to this guidance when reviewing the Trust's aims and objectives and in planning its future activities.

The Trustees consider that the Maiden Erlegh Trust's aims and objectives are demonstrably to the public benefit.

STRATEGIC REPORT

Achievements and performance

Academic performance indicators

In 2021, KS4 and KS5 examination results were based on Teacher Assessed Grades (TAGs). All relevant Trust schools followed a common process which followed national guidance. They collaborated on standardisation to ensure grades allocated were as fair and as accurate as possible.

As with 2020, year on year or external comparisons are of very limited use.

Key Stage 5 (Maiden Erlegh School)

2019				2020				2021			
Academic		Tech Level		Academic		Tech Level		Academic		Applied Level	
Av Grade	Value Added	Av Grade	Value Added	Av Grade	Value Added	Av Grade	Value Added	Av Grade	Value Added	Av Grade	Value Added
C+	0.02	D-	-1.15	B-	+0.16	M+	-0.14	B-	+0.28	D-	n/a

Mainstream GCSE (based on FFT provisional analysis)

	Attainment				Average GCSE Value Added			
	MER	MECE	MES	National		MER	MECE	MES
Average GCSE Grade	5.2	5.0	6.1	5.1	Overall	+0.1	+0.1	+0.6
English (best)	5.5	5.6	5.9	5.5	Male	+0.1	+0.4	+0.6
Maths	5.2	5.2	6.1	5.1	Female	+0.1	-0.2	+0.5
EBACC APS	4.9	4.1	5.9	4.6	FSM6	-0.4	-0.3	+0.3
Other GCSEs APS	5.4	5.4	6.4	5.4	SEND	-0.3	-0.1	+0.1
Grade 4+ Eng & Ma	71%	79%	87%	75%				
Grade 5+ Eng & Ma	56%	60%	74%	54%				

Primary (Great Hollands Primary School) – Teacher Assessment

	Reading		Writing		Maths		RWM	
	ARE	GD	ARE	GD	ARE	GD	ARE	GD
41	76%	29%	71 %	15%	79%	12%	78%	12%

STRATEGIC REPORT (continued)

Alternative Provision (Cranbury College)

GCSE	Entries	%9-5	%4-1	%U/X
English Language	39	11	76	13
Maths 1MA1	54	0	63	37
Fine Art	12	0	83	17
Combined science	1	0	0	0
Psychology	1	0	0	0
Business Studies	1	0	0	0

Other qualifications include: Speaking and Listening Endorsement, Entry Level Science, Entry Level Drama

Further Science NSF0 (30 entries: 67% pass rate including 2 Distinctions and 1 Merit)

Special (Hamilton School)

Grade 4+	2018 - 2019		2019-2020		2020-2021
English	6/6	100%	5/5	100%	0/4 0%
Maths	4/7	57%	4/4	100%	0/2 0%
Business Studies	4/5	80%	2/2	100%	0/1 0%
PE	4/5	80%	6/6	100%	N/A
Geography	2/5	40%	1/1	100%	N/A

STRATEGIC REPORT (continued)

Maiden Erlegh Trust

- ◆ Strong outcomes continue based on robust systems and external moderation
- ◆ 16 and 18 students have meaningful destinations
- ◆ Growth projects are allowing us to grow in a measured way (e.g.: Oak Tree Special School 2022, River Academy 2023)
- ◆ Very positive reputation as system leader through our new Maiden Erlegh Institute supported by extensive NLE work, ITT lead in Wokingham and Bracknell Forest for local Teaching School Hub, DFE MAT Behaviour Hub Lead and Challenge Partners Hub Lead (working with over 20 schools across the region from Milton Keynes to Southampton).
- ◆ Recognition of the impact of Maiden Erlegh Trust systems in terms of raising standards and quality of leadership e.g.:

Cranbury College (Wye Valley College Sept 2021)

"The school had a good atmosphere, the students and staff care about their school (this was evident from the conversation I had outside the Science classroom), there are a few tweaks that could make the school an even better place for students to learn and thrive."

Maiden Erlegh School (Ofsted 2020)

"Trustees maintain a very secure overview of how well the school provides for every pupil. They know the school's strengths incredibly well, yet they strive for even further improvement. Alongside the very effective executive leadership of the trust, leaders are collectively well placed to ensure the school goes from strength to strength."

Great Hollands Primary School (Wokingham Borough Council review 2019)

"Staff are confident and enthusiastic, and appreciative of the support and direction given by senior staff. In turn senior staff appreciate the support given to the school by the Trust. All senior leaders have a shared vision for provision and the direction of the school."

Maiden Erlegh in Reading: (Ofsted 2018)

"Leaders from the Maiden Erlegh Trust give effective support and challenge to the school's leaders. The headteacher is given strong guidance by the executive headteacher. The Trust has successfully recruited, developed and retained high-quality leaders, teachers and other staff. Professional development, including trust-wide training, is well targeted and effective. Leaders are managing the annual growth in staff and pupil numbers efficiently."

- We routinely test our provision against external benchmarks (even during the pandemic) e.g.:

STRATEGIC REPORT (continued)

MET	Maiden Erlegh Institute – Sept 2021 Thames Valley Challenge Partners Hun – Sept 2021 Behaviour Hub – April 2021 Wellbeing Charter – since 2014 (refreshed annually)
MES	Leading Parent Partnership Award - reaccreditation 2021 All Together Award (with Anti-Bullying Alliance) - 2021 Quality Mark: supporting and celebrating excellence in English and mathematics provision 2021 Behaviour Hub Lead School - 2021 Short-listed for TES Secondary School of the Year 2020 Young Carers Silver Award (2017) Gold Award (2020) Bronze Stonewall Award – 2020 SSAT Top 10% Achievement & Attainment - 2019 Stonewall Bronze Award – Dec 2019 Careers Hub - 2019 eQuality Award - Dec 2018 RE Quality Mark – May 2018 Regional Apprenticeships in Education Award - 2018 NACE Decade of Excellence Award – Aug 2017
MER	Anti-bullying Quality Mark Silver – Oct 2021 Basic Skills Quality Mark – reaccredited Sept 2021 eQuality Award – reaccreditation 2021 Eco-Schools Bronze award – 2021 Anti-bullying Alliance Learn Equally, Live Equal – Oct 2020 NACE Award - 2019 Young Carers Bronze - 2019 Teentech Gold award - 2018
MECE	NCS Gold Award
GHPS	Gold Level - School Games Mark – April 2020 Anti-Bullying: All Together School SILVER Award - March 2021 Eco Schools Award - 2020 * Working toward NACE – can only apply post Ofsted inspection grade change.

- ◆ Strong community involvement e.g.: Parent Empowerment Workshops with three other schools before the pandemic, community initiatives during the pandemic, hosting community groups on our sites.
- ◆ Trust leadership during COVID lockdown has continued to be strong leading to positive stakeholder views (e.g.: in annual surveys).
- ◆ Strengthened School Improvement Team: inclusion, standards, assessment and specialists in primary, secondary and special/AP. Similarly at Trust Board level we have specialists in secondary and special/AP with primary recruitment pending.
- ◆ Trust staff are highly positive with very many staff willing to share their expertise (see MET Conference 2020 and 2021 and staff surveys).
- ◆ Commitment to Diversity and Inclusion e.g.: cross-MAT curriculum group looking at the content and delivery of the curriculum; visibility and representation group which leading to blind short-listing and an increase in BAME participation in leadership programmes (up to 50%).

STRATEGIC REPORT (continued)

Maiden Erlegh School, Earley (11-18)

The school was inspected in February 2020 on the new framework and secured Outstanding in all areas. The report states that "Pupils receive an excellent education at this school. They excel in the subjects they study and grow into confident, articulate individuals. Pupils come to this school knowing

School achievements and highlights:

- Ambitious and inclusive curriculum which supports very strong outcomes for all students in KS4 results and KS5 outcomes, including for most disadvantaged.
- All Y11 and Y13 students supported towards meaningful destinations.
- The inclusive character of the school is valued by stakeholders and the local community, leading to establishment of Indigo ASD Resource unit from September 2021.
- Very positive conduct and behaviours for learning which stem from positive relationships and personalised approaches. This contribute to the strong outcomes and results in consistently extremely low rates of exclusion and bullying.
- Consistently positive attendance with below national persistent absence, even during the pandemic.
- Exceptional careers education (all Gatsby Benchmarks achieved) and all Year 11 and Year 13 students have appropriate destinations in place before leaving the school.
- Lead school in our MAT Behaviour Hub.
- Numerous local and national awards (see above).
- Oversubscribed with students and fully staffed for 2021/22.
- Commitment to workload reduction, professional development and supporting staff wellbeing (e.g.: reduced data collections and meetings).

Maiden Erlegh School in Reading, Brighter Futures for Children/Reading Borough Council (11-16)

This free school opened in September 2015 underwent its first Ofsted inspection in June 2018. The school was graded as 'Good' in all categories. The school's first set of results was in 2020.

School achievements and highlights:

- Outcomes are in line with, or higher than average, and all Y11 students supported towards meaningful destinations.

STRATEGIC REPORT (continued)

- The school's culture is aspirational and supportive – leaders have adapted extremely well to contextual issues but have maintained high expectations and standards.
- There is a robust evidence-based approach to the design and delivery of the curriculum leading to a shared ambition for every student and consistent standards of teaching, learning and assessment to that end.
- Inclusion is a strength and disadvantaged and SEND students are supported well towards goals.
- Very strong inclusion and student welfare systems supporting students facing some significant community challenges.
- Behaviour is good and leaders have acted proactively and effectively to respond to contextual issues where necessary. The result is very low rates of exclusion and bullying.
- Attendance is positive and this also contributes to positive behaviour and relationships, and good progress.
- Oversubscribed with students and fully staffed for 2021/22.
- All 8 Gatsby Benchmarks are met and the school is a full partner of the Trust's Careers Programme.

Maiden Erlegh Chiltern Edge, South Oxfordshire (11-16)

The school joined the Trust on 1 August 2018 as a sponsored academy. The Trust has invested significantly to support the school, and the impact is evident in many areas of the school's work (verified by external reviewers) not least the 2020 results. Current leaders are working with the Trust to ensure a financially sustainable curriculum model going forwards.

School achievements and highlights:

- Significantly improved curriculum offer – full entitlement curriculum.
- Outcomes are significantly improved and now in line with, or above national.
- All Y11 students supported towards meaningful destinations.
- Significant investment in the fabric and infrastructure of the school.
- New leaders are now established and have demonstrably and effectively supported the Headteacher's improvement and change agendas. This is particularly evident in improvements in behaviour, inclusion and curriculum development.

STRATEGIC REPORT (continued)

- The school remains significantly undersubscribed due to the extended period of instability but feedback from stakeholders and the community is extremely positive.
- Greater engagement with Trust systems through new leaders, has led to significant improvements in behaviour, inclusion and PSHE.
- Taught curriculum underpinned by a varied enrichment programme eg: sports, performing arts, Brilliant Club, Science Fairs etc.
- Personal Development is a strength with a robust PSMSC programme supplemented by a range of guest speakers and groups.
- All 8 Gatsby Benchmarks are met and the school is a full partner of the Trust's Careers Programme.

Great Hollands Primary School, Bracknell Forest (3-11)

The school joined the Trust in 1 July 2017 as a sponsored academy. Since joining the Trust, the school has made sustained improvements, under the leadership of its Headteacher with the support of the Executive Headteacher - Primary.

School achievements and highlights:

- 2019 outcomes were extremely positive, overall and for key groups. 2020 and 2021 teacher assessments indicate continued strength, especially in KS2.
- Leadership is strong and the school is now beginning to support other establishments.
- A formal restructure took place 2020/21 in the face of falling numbers. This went very smoothly and has stabilised the budget.
- Internal and external reviews, and visitors, praise the atmosphere and ambition of the school.
- Inclusion and positive relationships are key features of Great Hollands and underpins the school's success (e.g.: from June 2019 review by Wokingham Borough Council "*Staff ... make it their purpose to know the pupils and their wider families well, and the headteacher and relevant staff have a sound understanding of the community the school serves. The Inclusion Manager knows the needs of her pupils well, and engages with feeder providers, external agencies and families whenever possible or relevant.*")
- Stakeholder voice is extremely positive about the developments at the school.

STRATEGIC REPORT (continued)

Hamilton School, Brighter Futures for Children/Reading Borough Council (11-16 special)

The school joined the Trust in 1 January 2020 after an inadequate Ofsted inspection in 2018. The school is a special school for 64 children with SEMH needs.

There have been some staff changes, not least in terms of leadership, and the Trust is providing significant on- and off-site support. The school is now the school is on a positive trajectory

School achievements and highlights:

- The Executive Headteacher has taken over the reins and a new Head of School is being recruited (Autumn 2021).
- A new and experienced SENCO/DSL started in the Summer term 2021.
- Although currently under-PAN, numbers are increasing and we anticipate this to continue when it moves into its new accommodation in 2022.
- Interim Transition Board in place with experienced Trust governors and staff.
- Outcomes 2020 and 2021 are improved on 2019 and the work currently being undertaken to review the ambition of the curriculum and the quality of its delivery and assessment.
- All Y11 students supported towards meaningful destinations.
- Systems and policies have been reviewed for compliance and the school is developing its use of MIS services.
- There has been extensive CPD and modelling from external staff linked to all areas of the school's work. This is having marked impact in terms of behaviour management and the curriculum.
- Stakeholder voice and general reputation are starting to improve.

Cranbury College, Brighter Futures for Children/Reading Borough Council (5-18 AP)

The school joined the Trust in 1 August 2020. It was judged good in its last inspection (2018). A recent external review has pointed out positive areas linked to relationships, atmosphere and commitment at the school. It has also suggested areas for further development (e.g. linked to the curriculum) which the Trust is supporting.

The school comprises, primary, secondary (with some post-16) and hospital school at the Royal Berkshire Hospital. The current Head of the College also has the role of Executive Headteacher Special/AP for the Trust.

STRATEGIC REPORT (continued)

College achievements and highlights:

- ◆ New and experienced Head of School appointed from September 2021, alongside two new Assistant Headteachers to support developments at the school.
- ◆ Trust staff are supporting and coaching school leaders, including in primary.
- ◆ Very experienced and stable staff – highly respected in the local community.
- ◆ Strong partnership links and high-quality outreach and professional development offer.
- ◆ Very successful rate of transfer back to mainstream at secondary.
- ◆ Hospital School has operated throughout the pandemic in challenging circumstances.
- ◆ Outcomes and destinations are sound, and our curriculum review will lead to a refreshed portfolio of qualifications at KS4 and KS5.

All Y11 and Y13 students supported towards meaningful destinations.

Organisational achievements and highlights

- ◆ The Trust continues to develop its two new free schools, River Academy and Oak Tree School, which will add 1,650 school places in the local area, including 150 special school places for children with ASD.
- ◆ The Trust has secured new premises for Hamilton School, a special school in Reading. With funding provided by the Department for Education, Reading Borough Council and Maiden Erlegh Trust, the new facility will allow the school to operate from a facility that is fit for purpose, and will offer an additional 36 places for children with SEMH
- ◆ The Trust is financially robust with an operational surplus of £143k and cash growth of 1,140k during the year.
- ◆ The Trust has secured an extremely positive outcome from its recent ESFA Finance and Governance Review.

STRATEGIC REPORT (continued)

Going Concern

The Board of Trustees has a reasonable expectation that the Trust has adequate resources to continue in operational existence for the foreseeable future. In coming to this assessment, the Board has considered extensively a wide range of financial data and taken proactive measures to ensure the Trust operates with financial efficiency. These measures include, but are not limited to, the implementation of GAG and reserves pooling to ensure that the Trust has the flexibility to meet headwinds from within existing resources and the review of curriculum delivery models using curriculum led financial planning methodology, and associated staff consultation on contact time.

The Board has also considered the range of risks that exist alongside the impact that the pandemic has had on trading income. The Board is satisfied that robust plans are in place to weather these headwinds and it is for this reason it continues to support the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Principal Accounting Policies.

Promoting the Success of the Trust

The Board of Trustees has given due regard to Section 172(1)(a) to (f) of the Companies Act 2006. The Board of Trustees take their responsibilities to our staff, students, and the wider community very seriously and this can be demonstrated by our consultative approach in such matters affecting the strategic direction of the Trust.

FINANCIAL REVIEW

Financial report for the year

The Trust receives the majority of its income from the Education and Skills Funding Agency ('ESFA') in the form of General Annual Grant ('GAG') and other grants. The funding received in the year and the associated expenditure are shown as restricted general fund transactions in the Statement of Financial Activities ('SOFA'), set out on page 42.

Grants are also received from the ESFA for fixed assets. In accordance with the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (the Charities SORP FRS102), these grants are shown in the statement of financial activities as restricted income within the fixed assets fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful economic lives of the assets.

During the year ended 31 August 2021, total income (excluding fixed asset fund income) was £25,788k (2020: £19,877k) and total expenditure (excluding depreciation) was £27,300k (2020: £22,554k). Total expenditure included LGPS pension adjustments of £1,667k. Excluding this pension adjustment, and fixed asset fund movement, the operational surplus for the year was £63k (2020: deficit of £819k).

As at 31 August 2021 the net book value of fixed assets was £49,792k (2020: £50,255k). These assets were used exclusively for providing education to the Trust's pupils and related support services.

Financial effect of significant events

The Trust took a prudent view when setting its budget for the year ended 31 August 2021. As a result, there was no significant or material financial impact due to the pandemic. The Trust utilised the Coronavirus Job Retention Scheme and received £22k to support the pay of catering staff who were not required to work when our schools were closed.

Reserves policy

The Trustees have determined that the appropriate level of reserves should be the equivalent of £100k for each school within the Trust, amounting to £600k in total. The Trust's current level of free reserves at 31 August 2021 amounted to £1,108k, being the unrestricted funds balance and GAG carry forward balance. The reserves policy is reviewed annually.

As at 31 August 2021 the Trust held fund balances of £36,671k (2020: £40,174k) comprising £36,604k (2020: £39,138k) restricted funds including a pension reserve deficit of £14,205k (2020: deficit of £11,137k) and £264k (2020: £232k) of restricted general funds.

The current level of reserves will be used by the Trust to support strategic investments, in-year deficits arising, and to create capacity for the expansion of the Trust to deliver on its growth objectives.

The LGPS pension deficit is likely to be met in the longer term from a combination of increased employer and employee contributions, increased government funding or change to scheme benefits. The LGPS pension scheme was actuarially assessed in 2019.

Financial report for the year (continued)

Investment policy

The Trust have considered the use of deposit accounts in which to hold excess funds and underwent a change of banking partners during the period. The Trust's primary banking partner is now Lloyds Bank Plc and as at 31 August 2021 the Trust held funds on instant access deposit, of £500k. The interest rate of this instant access savings account is 0.01%. Of the total £3,311k bank balance at the 31 August 2021, the Trust held funds on instant access with Lloyds bank of £2,000k.

PRINCIPAL RISKS AND UNCERTAINTIES

The Trustees regularly assess the major risks to which it is exposed, in particular those relating to academic performance of the schools, safeguarding and welfare of staff and students, and the financial position of the Trust. The Trustees review a detailed risk register with control measures and action plans in place in order to mitigate identified risks. The Trust has an effective system of internal financial control in place with Responsible Officer services provided by the Centre for Education & Finance Management, and this work is overseen by the Audit & Risk Committee.

The risks identified are recorded in the Trust's Risk Register and classified as Strategic, Operational, Compliance and Financial.

The Trust has identified the principal risks and uncertainties:

- ◆ Impact of COVID-19 on both academic and financial performance. The impact of the pandemic has required investment in technology alongside preventive measures being taken across all our sites. The Trust has previously had a healthy lettings income which has been effectively eliminated as a result of the pandemic. The Trust has implemented robust and effective remote learning strategies to ensure that all students are able to access their learning in the event of further disruption, and continually reviews opportunities to hire out external facilities to the wider community.
- ◆ Financial impact of low numbers on roll at Maiden Erlegh Chiltern Edge and Great Hollands Primary School. The Trust has implemented GAG pooling in an effort to ensure the allocation of funds to its schools meets with need, and this allows optimal allocations to be made to all schools. The Trust will continue to positively market the strength and character of both of these schools to ensure that numbers on roll increase whilst closely monitoring the cost base and taking such actions as necessary to ensure efficiency.
- ◆ Increasing staff costs, including national insurance and pension contributions for both teaching and support staff. This is being addressed by constant review and development of school-level Integrated Curriculum Financial Plans and School Resource Management dashboards and identification of opportunities to benefit from economies of scale.
- ◆ Recruitment and retention of teaching and support staff. This is being addressed by placing more focus on expanding our Initial Teacher Training programme to provide more early career teachers into our Trust schools, and developing further our strategies for recruitment and retention. We are also developing our in-house CPD offer and expanding our work on diversity, inclusion and wellbeing.

PRINCIPAL RISKS AND UNCERTAINTIES (continued)

- ◆ Poor condition of estates and facilities. This is being addressed in a number of ways, including the sale of freehold property to generate capital receipt for investment purposes, and applications to the central funds for specific capital projects.

FUNDRAISING

Each school within the Trust will ordinarily participate in charitable fundraising initiatives throughout the year. This has been curtailed somewhat by the pandemic. These will generally include initiatives such as non-uniform days, cake sales, selling poppies and the like. Prior to any fundraising activity taking place each school notifies pupils, parents and the community for what charitable initiative the funds are being raised, and these funds are ring-fenced for donation to that particular charitable initiative.

The Trust has not received any complaints regarding its fundraising activity in the year.

STREAMLINED ENERGY AND CARBON REPORTING

Quantification and Reporting Methodology: -

Maiden Erlegh Trust schools:

MES Maiden Erlegh School, Silverdale Road, Reading, RG6 7HS

MER Maiden Erlegh School in Reading, 81 Crescent Road, Reading, RG1 5SL

GHP Great Hollands Primary School, Wordsworth, Bracknell, RG12 8YR

MEC Maiden Erlegh Chiltern Edge, Reades Lane, Reading, RG4 9LN

HAM Hamilton School, 40 Christchurch Road, Reading, RG2 7AY

CBC Cranbury College, Cranbury Road Reading, RG30 2TS

We have followed the 2020 HM Government Environmental Reporting Guidelines. We have also used the GHG Reporting Protocol – Corporate Standard and have used the 2021 UK Government's Conversion Factors for Company Reporting. All kWh consumption data was obtained from either invoices or actual meter readings available at the time of reporting.

Intensity measurement

The chosen intensity measurement ratio is total gross emissions in metric tonnes CO₂e per pupil, the recommended ratio for the sector.

Measures taken to improve energy efficiency

- Creation and implementation of MET Carbon Reduction Strategy.
- Blended working has been introduced, where appropriate, to reduce Business travel.
- Extensive window and door replacements at MEC.
- LED lighting replacement in the Main Hall at MER.
- Unsuccessful applications made for Public Sector Decarbonisation Scheme and Low Carbon Skills Fund.

STREAMLINED ENERGY AND CARBON REPORTING (continued)

UK Greenhouse gas emission and energy use data for period 1 September 2020 to 31 August 2021		2019/20 Comparison	
	NOR	3,559	3,590
Energy consumption break down		kWh	kWh
Gas		4,014,807	2,682,852
Owned transport	14,418 miles	16,967	9,844
Electricity		1,309,306	1,041,434
Business travel in employee owned vehicles	13,659 miles	15,854	8,768
Scope 1 emissions in metric tonnes CO₂e			
Gas consumption		735.35	493.30
Owned transport		4.25	2.51
Scope 2 emissions in metric tonnes CO₂e			
Purchased electricity		278.00	242.80
Scope 3 emissions in metric tonnes CO₂e			
Business travel in employee owned vehicles		3.83	2.11
Total gross emissions in metric tonnes CO₂e		1021.44	740.72
Intensity ratio - Tonnes CO₂e per pupil		0.29	0.21

PLANS FOR FUTURE PERIODS

The Trust will continue to develop in line with its strategic plan. Having recently expanded by adding Hamilton School and Cranbury College, our strategic focus will be on embedding these schools into the organisation in the post-pandemic era.

The Trust is currently engaged with Reading Borough Council to secure new premises for Hamilton School. Funding has been secured by both the DfE and Reading Borough Council to repurpose the Hamilton Centre and redevelop this site for Hamilton School. Work has been ongoing over the past year, and practical completion is scheduled for December 2021. The school will occupy the building from February 2022.

The Trust is currently engaged on the development of two new free schools. Oak Tree School, a 150-place special free school in Wokingham, and River Academy, a 1,500-place 11-18 secondary free school in Reading. Planning permission has been granted for Oak Tree School.

The Trust is currently undergoing an exercise to dispose of 2.2 hectares of redundant playing field, subject to Secretary of State approval. This will yield a significant capital receipt which will be used to redevelop the Maiden Erlegh Chiltern Edge site, refurbishing teaching and learning facilities and redeveloping sports provision for the benefit of the school and the wider community.

FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS

No funds are held as Custodian Trustee on behalf of others by the Trust.

AUDITOR

In so far as the Trustees are aware:

- ◆ there is no relevant audit information of which the charitable company's auditor is unaware; and
- ◆ the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Buzzacott LLP were appointed as auditor for the Trust during the year following a competitive tender process.

Trustees' report, incorporating a strategic report, was approved by order of the board of Trustees, as the company directors, on **14 December 2021** and signed on the board's behalf by:

A handwritten signature in black ink, appearing to read 'Nicholas Jones', with a long horizontal flourish extending to the right.

Nicholas Jones

Chair of the Board of Trustees

Scope of responsibility

As Trustees we acknowledge we have overall responsibility for ensuring that Maiden Erlegh Trust has an effective and appropriate system of control, financial and otherwise. However, such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives, and can provide only reasonable and not absolute assurance against material misstatement or loss.

The Board of Trustees has delegated the day-to-day responsibility to the Chief Executive Officer, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Maiden Erlegh Trust and the Secretary of State for Education. They are also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

Governance

The Board of Trustees reviews its structure of governance at least annually and when the composition of the Trust changes. The Board of Trustees have reviewed and taken account of guidance in DfE's Governance Handbook and competency framework for governance.

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Board of Trustees has formally met seven times during the year. Attendance during the year at meetings of the Board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
Mr Nicholas Jones	7	7
Mr Ian May BEM (resigned 31 August 2021)	7	7
Mr Robert Kenwick	6	7
Mrs Jan Rothwell (resigned 9 May 2021)	5	5
Mr Alastair Starnes	7	7
Mr John Hobson	6	7
Ms Tara Hanley	7	7
Mr Charles Ainslie	7	7
Mr Michael Bellamy	7	7
Mr Neil Pouney (appointed 1 November 2020)	1	2
Ms Louise Batalla-Duran (appointed 1 November 2020)	5	5

The composition of the Board of Trustees has changed in the year to 31 August 2021.

Mr Neil Pouney was appointed as a Trustee in November 2020 (educational experience), Ms Louise Batalla-Duran was appointed as a Trustee in November 2020 (SEND experience). Mr Ian May BEM resigned as a Trustee on 31 August 2021 and was co-opted as a Member of the Trust. Mrs Jan Rothwell resigned as a Trustee on 9 May 2021. The Board of Trustees are actively recruiting to these Trustee positions.

Governance statement Year to 31 August 2021

Governance (continued)

An Interim Transition Board continues to be in place for Hamilton School. This is Chaired by Nick Jones (Chair of the Trust) and its members include the Chief Executive Officer, a Trustee, the Executive Headteacher (Special/AP), the Chair of another Maiden Erlegh Trust LAB plus a co-opted staff governor.

The Trust plans to convert to a Local Advisory Board in the forthcoming year.

Committees

During the period to 31 August 2021 the Board supported by three sub-committees, being Standards, Finance and Operations, and Audit and Risk. Each sub-committee is chaired by a Trustee, and the majority of its members must be Trustees. This ensures that devolved decision making can take place in line with the Scheme of Delegation. The sub-committees are also attended by LAB representatives in order for facilitate wider local input into the work of the Trust.

Finance & Operations Committee

The Finance and Operations committee is a sub-committee of the main Board of Trustees which meets at least three times per year.

Its purpose is to:

- Recommend the annual and strategic budget to the Board of Trustees
- Budget monitoring through the review of the Monthly Performance Report
- Oversight and scrutiny of schools in deficit
- Monitor progress of major capital projects
- Monitor and review statutory Health and Safety compliance
- Review and approve all applicable policies and procedures
- Ensure asset management processes are in place
- Review and approve admission policies
- Review the HR strategy and review KPI information

The Finance and Operations Committee met four times during the year, and attendance at the meetings was as follows:

Committees (continued)

Finance & Operations Committee (continued)

Member	Meetings attended	Out of a possible
Nick Jones (Chair and Trustee)	4	4
Alastair Starnes (Trustee)	4	4
John Hobson (Trustee)	2	4
Mike Bellamy (Trustee)	4	4
Lindsey Bowden (LAB Representative)	4	4
Karen Riley (LAB Representative)	2	4
<i>Jonathon Peck - CFOO (in attendance)</i>	4	4

Audit and Risk Committee

The Audit and Risk committee is a sub-committee of the main Board of Trustees which meets at least three times per year. During the period the sub-committee met five times.

Its purpose is to:

- Receive and respond to the annual audit report
- Recommend to the Trust Board the appointment, reappointment or removal of the external auditor
- Agree annually the schedule and scope of the programme of internal assurance
- Review internal and external financial statements and reports to ensure best practice
- Receive and review the Trust Risk Register
- Ensure compliance with Academy Trust Handbook and the '7 principles of public life'
- Receive annually the report from the Pay and Performance Management Committee on the outcome of the annual Teaching and Support Staff appraisal process.
- Review and approve all applicable policies and procedures

The Audit and Risk Committee met five times during the year, and attendance at the meetings in the year was as follows:

Member	Meetings attended	Out of a possible
Ian May BEM (Chair)	5	5
Nick Jones (Trustee)	4	5
John Hobson (Trustee)	5	5
Jan Rothwell (Trustee)	4	5
Charles Ainslie (Trustee)	4	5
Phil Simmons (LAB Representative)	5	5
<i>Mary Davies (CEO) – in attendance</i>	5	5
<i>Jonathon Peck (CFOO) – in attendance</i>	4	5

Committees (continued)

Standards Committee

The Standards Committee is a sub-committee of the main Board of Trustees which meets at least three times per year.

Its purpose is to monitor and advise the Trust Board on:

- Progress and Attainment data
- School Improvement work and leadership
- Overall educational performance of each school
- Leadership standards
- Special Education Needs and Inclusion
- Safeguarding arrangements
- The School Improvement Plan and the achievement of strategic objectives
- Effectiveness of interventions graded 'Requires Improvement' and 'Inadequate'
- To review Trust procedures for safeguarding
- Review the strategies for expenditure of Pupil Premium, Sports Premium and Catch Up Premium grants

The Standards Committee met four times during the year, and attendance at the meetings was as follows:

Member	Meetings attended	Out of a possible
Tara Hanley (Chair)	4	4
Bob Kenwick (Trustee)	3	4
Louise Batalla-Duran (Trustee)	3	3
Neil Pouney (Trustee)	1	3
Mike Bellamy (Trustee)	4	4
Clare Stafford (LAB Representative)	1	4
Ish Nawaz Chechi (LAB Representative)	0	1
Martin Judd (LAB Representative)	2	2
<i>Mary Davies (CEO) – in attendance</i>	2	2
<i>Alison Walker (DOIS) – in attendance</i>	4	4
<i>Sara Elliss (DOSCI) – in attendance</i>	4	4

Review of Value for Money

As Accounting Officer the Chief Executive Officer has responsibility for ensuring that the Trust delivers good value in the use of public resources. The Accounting Officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

The Accounting Officer considers how the Trust's use of its resources has provided good value for money during each academic year, and reports to the Board of Trustees where value for money can be improved, including the use of benchmarking data or by using a framework where appropriate. The Accounting Officer for the Trust has delivered improved value for money during the year by:

- ◆ The implementation of GAG Pooling as a method of directing the resources of the Trust to areas of evidenced need.
- ◆ Further centralisation of support and enablement functions, including the award of a trust-wide Managed Service Provider for ICT, the central procurement of a consistent trust-wide MIS and the centralised procurement and management of a range of capital projects.
- ◆ Further developing the use of Integrated Curriculum Financial Planning across all academies within the Trust and developing a consistent approach to staffing for curriculum delivery.
- ◆ Strengthening of the central School Improvement and Central Services functions to drive further improvement across our academies and service delivery.

The Purpose of the System of Internal Control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Maiden Erlegh Trust for the period 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements.

Capacity to Handle Risk

The Board of Trustees has reviewed the key risks to which the Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees are of the view that there is a formal on-going process for identifying, evaluating and managing the Trust's significant risks that has been in place for the period 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

The Risk and Control Framework

The Trust's system of internal financial control is based on a framework of regular management information and administrative procedures including the segregation of duties and a system of delegation and accountability. In particular it includes:

- ◆ comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees.
- ◆ regular reviews by the Finance and Operations Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes.
- ◆ setting targets to measure financial and other performance.
- ◆ clearly defined purchasing (asset purchase or capital investment) guidelines.
- ◆ identification and management of risks.

The Board of Trustees has considered the need for a specific internal audit function and has decided not to appoint an internal auditor at this stage. The Trust, however, continued to use the services of the Centre for Education and Finance Management Ltd as its Responsible Officer ('RO') for the period 1 September 2020 to 31 August 2021. During the period the Trust tendered for its Internal Scrutiny service and a three-year contract was awarded to Strictly Education. The contract commences with effect from 1 September 2021 and they were selected as the preferred partner as they both represented good value for money and were clearly able to demonstrate pedigree and strength across all areas of scrutiny that the Trust Board considers necessary in order to meet ESFA requirements.

The Responsible Officer's role includes giving advice on financial matters and performing a range of checks on the Trust's financial and other systems. In particular the checks carried out in the current period included:

- ◆ testing of payroll systems
- ◆ testing of procurement systems
- ◆ testing of control account and bank reconciliations
- ◆ testing of income systems

On a termly basis, the RO reports to the Trust Board, through the Audit and Risk Committee on the operation of the systems of control and on the discharge of their financial responsibilities and annually prepares an annual summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

The Trust Board believes that the Responsible Officer has fully delivered their schedule of work as planned and no material control issues have arisen as a result of the Responsible Officers work.

Governance statement Year to 31 August 2021

Review of Effectiveness

As Accounting Officer the Chief Executive Officer has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

- ◆ the work of the Responsible Officer
- ◆ the work of the external auditor
- ◆ the School Resource Management self-assessment tool
- ◆ the work of the Chief Financial and Operations Officer who has the day to day responsibility for the development and maintenance of the internal control framework
- ◆ The outcome of an ESFA Finance and Governance Review

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Audit and Risk Committee and a plan to ensure continuous improvement of the system is in place.

Approved by order of the members of the Board of Trustees on **14 December 2021** and signed on its behalf by:



Nicholas Jones
(Chair of the Board of Trustees)



Mary Davies
(Accounting Officer)

Statement of regularity, propriety and compliance Year to 31 August 2021

As Accounting Officer of Maiden Erlegh Trust I have considered my responsibility to notify the Academy Trust Board of Trustees and the Education and Skills Funding Agency of material irregularity, impropriety and non-compliance with ESFA terms and conditions of funding, under the funding agreement in place between the academy Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2020.

I confirm that I and the Academy Trust Board of Trustees are able to identify any material irregular or improper use of funds by the Academy Trust, or material non-compliance with the terms and conditions of funding under the Academy Trust's funding agreement and the Academies Financial Handbook 2020.

I confirm that no instances of material irregularity, impropriety or funding non-compliance have been discovered to date. If any instances are identified after the date of this statement, these will be notified to the Board of Trustees and ESFA.



Mary Davies

Accounting Officer

Date: **14 December 2021**

Statement of Trustees' responsibilities Year to 31 August 2021

The Trustees (who act as governors of Maiden Erlegh Trust and are also the Directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with the Annual Accounts Direction published by the Education Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- ◆ select suitable accounting policies and then apply them consistently;
- ◆ observe the methods and principles in the Charities SORP FRS102 and the Academies Accounts Direction 2020 to 2021;
- ◆ make judgements and accounting estimates that are reasonable and prudent;
- ◆ state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements; and
- ◆ prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for ensuring that in its conduct and operation the charitable company applies financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from ESFA/DfE have been applied for the purposes intended.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement of Trustees' responsibilities Year to 31 August 2021

Approved by order of the members of the board of Trustees on **14 December 2021** and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'N Jones', with a long horizontal stroke extending to the right.

Nicholas Jones
Chair of the Board of Trustees

Independent auditor's report to the members of Maiden Erlegh Trust

Opinion

We have audited the financial statements of Maiden Erlegh Trust (the 'charitable company') for the year ended 31 August 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows, the principal accounting policies and the notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (the Charities SORP FRS102) and the Academies Accounts Direction 2020 to 2021.

In our opinion, the financial statements:

- ◆ give a true and fair view of the state of the charitable company's affairs as at 31 August 2021 and of its income and expenditure, for the period then ended;
- ◆ have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- ◆ have been prepared in accordance with the requirements of the Companies Act 2006; and
- ◆ have been prepared in accordance with the Charities SORP FRS102 and Academies Accounts Direction 2020 to 2021.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Conclusions relating to going concern (continued)

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Trustees' annual report, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- ◆ the information given in the trustees' report, which is also the directors' report for the purposes of company law and includes the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- ◆ the trustees' report, which is also the directors' report for the purposes of company law and includes the strategic report, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report including the strategic report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- ◆ adequate accounting records have not been kept, or
- ◆ the financial statements are not in agreement with the accounting records and returns; or
- ◆ certain disclosures of trustees' remuneration specified by law are not made;

Matters on which we are required to report by exception (continued)

- ◆ we have not received all the information and explanations we require for our audit;

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- ◆ the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- ◆ we identified the laws and regulations applicable to the charitable company through discussions with management, and from our knowledge of the academy trust sector;
- ◆ the identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit;
- ◆ we considered the legal and regulatory frameworks that are applicable to the charitable company and determined that the most significant are the Companies Act 2006, the Charities SORP FRS102, the Academies Accounts Direction 2020 to 2021, the Academies Financial Handbook 2020, and the academy trust's funding agreement with the ESFA as well as legislation pertaining to safeguarding in the UK;

Auditor's responsibilities for the audit of the financial statements (continued)

- ◆ we understood how the charitable company is complying with those legal and regulatory frameworks by making inquiries to management and those responsible for legal, compliance and governance procedures. We corroborated our inquiries through our review of the minutes of trustees' meetings and papers provided to the trustees.
- ◆ we planned and carried out a separate limited assurance engagement in respect of regularity, propriety and compliance in accordance with the Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts issued by the ESFA, as set out in our separate independent reporting accountant's assurance report on regularity.

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- ◆ making enquiries of management and those charged with governance as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- ◆ considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- ◆ performed analytical procedures to identify any unusual or unexpected relationships;
- ◆ tested journal entries to identify unusual transactions;
- ◆ tested the authorisation of expenditure as part of our substantive testing thereon;
- ◆ assessed whether judgements and assumptions made in determining the accounting estimates set out in the accounting policies were indicative of potential bias; and
- ◆ used data analytics to identify any significant or unusual transactions and identify the rationale for them.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- ◆ agreeing financial statement disclosures to underlying supporting documentation;
- ◆ reviewing the minutes of Trustees' meetings;
- ◆ enquiring of management and those charged with governance as to actual and potential litigation and claims;
- ◆ reviewing any available correspondence with Ofsted, ESFA and HMRC; and
- ◆ the work undertaken in relation to the limited assurance engagement in respect of regularity, propriety and compliance in accordance with the Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts issued by the ESFA, as set out in our separate independent reporting accountant's assurance report on regularity.

Auditor's responsibilities for the audit of the financial statements (continued)

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. International Standards on Auditing also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Shachi Blakemore (Senior Statutory Auditor)
For and on behalf of Buzzacott LLP, Statutory Auditor
130 Wood Street
London
EC2V 6DL
Date: 16 December 2021

Independent reporting accountant assurance report on regularity to Maiden Erlegh Trust and the Education and Skills Funding Agency

In accordance with the terms of our engagement letter dated 30 May 2019 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2020 to 2021, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Maiden Erlegh Trust during the period 1 September 2020 to 31 August 2021 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to Maiden Erlegh Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Maiden Erlegh Trust and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Maiden Erlegh Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Maiden Erlegh Trust's Accounting Officer and the reporting accountant

The accounting officer is responsible, under the requirements of Maiden Erlegh Trust's funding agreement with the Secretary of State for Education dated 31 March 2011 and the Academies Financial Handbook, extant from 1 September 2020, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2019 to 2020. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2020 to 31 August 2021 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Framework and Guide for External Auditors and Reporting Accountant of Academy Trusts issued by ESFA.

A limited assurance engagement is more limited in scope than a reasonable assurance engagement and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in a reasonable assurance engagement. Accordingly, we do not express a positive opinion.

Approach (continued)


Our engagement includes examination, on a test basis, of evidence relevant to the regularity and propriety of the academy Trust's income and expenditure.

The work undertaken to draw to our conclusion includes:

- ◆ a review of the conclusions reached on regularity and propriety in the prior years, including the actions taken in respect of points raised in the auditor's management letter;
- ◆ a review of minutes of meetings of the Governing Body and key sub-committees;
- ◆ checking a sample of expenditure transactions to ensure that they do not contravene the funding agreement and have authorised in accordance with the Academy's financial procedures and/or the Academies Financial Handbook;
- ◆ evaluating and documenting internal controls and testing their application by walkthrough.

Conclusion

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2020 to 31 August 2021 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Buzzacott LLP
Chartered Accountants
130 Wood Street
London
EC2V 6DL
Date: 16 December 2021

Statement of financial activities (including income and expenditure account)
Year to 31 August 2021

	Notes	Unrestricted funds £'000	Restricted general funds £'000	Restricted fixed asset funds £'000	2021 Total funds £'000	2020 Total funds £'000
Income and endowments from:						
Donations and capital grants	2	34	—	1,609	1,643	1,104
. Transfer from local authority on conversion	21	—	—	—	—	599
Charitable activities:						
. Funding from the academy trust's educational operations	3	333	25,106	—	25,439	20,522
. Teaching school	3, 31	—	100	—	100	117
Other trading activities	4	215	—	—	215	456
Investments	5	—	—	—	—	8
Total income		582	25,206	1,609	27,397	22,806
Expenditure on:						
Raising funds	6	551	—	—	551	623
Charitable activities:						
. Academy's Trust's educational operations	6	—	26,687	1,199	27,886	32,333
. Teaching school	31	—	62	—	62	93
Total expenditure	6	551	26,749	1,199	28,499	33,049
Net income/(expenditure)		31	(1,543)	410	(1,102)	(10,243)
Transfers between funds		—	(92)	92	—	—
Other recognised (losses)						
Actuarial (losses) on defined benefit pension scheme	25	—	(1,401)	—	(1,401)	(1,480)
Net movement in funds		31	(3,036)	502	(2,503)	(11,723)
Reconciliation of funds						
Total fund balances brought forward at 1 September		1,036	(10,905)	50,043	40,174	51,897
Total fund balances carried forward at 31 August		1,067	(13,941)	50,545	37,671	40,174

All of the Trust's activities derive from continuing operations.

The Accounting Policies and Notes on pages 44 - 73 form part of these financial statements.

Statement of cash flows Year to 31 August 2021

	Notes	2021 £'000	2021 £'000	2020 £'000	2020 £'000
Fixed assets					
Intangible assets	12		25		33
Tangible assets	13		49,767		50,222
			49,792		50,255
Current assets					
Debtors	14	844		673	
Cash at bank and in hand		3,311		2,171	
		4,155		2,844	
Liabilities					
Creditors: amounts falling due within one year	15	(1,858)		(1,639)	
Net current assets			2,297		1,205
Total assets less current liabilities					
			52,089		51,460
Creditors: amounts falling due after more than one year	16		(213)		(149)
Net assets excluding pension liability			51,876		51,311
Defined benefit pension scheme liability	25		(14,205)		(11,137)
Total net assets			37,671		40,174
Funds of the Academy Trust					
Restricted funds					
. Fixed assets fund	17	50,545		50,043	
. Restricted income fund	17	264		232	
. Pension reserve	17	(14,205)		(11,137)	
Total restricted funds		36,604		39,138	
.Unrestricted income funds	17		1,067		1,036
Total funds	18		37,671		40,174

The financial statements and the accounting policies and notes on pages 44 - 73 were approved by the Trustees and authorised for issue on **14 December 2021** and are signed on their behalf by



Chair of the Trust
Maiden Erlegh Trust
Company Limited by Guarantee
Registration Number: 07548754 (England and Wales)

Statement of cash flows Year to 31 August 2021

Notes to the statement of cash flows for the year to 31 August 2021.

	Notes	2021 £'000	2020 £'000
Cash flows from operating activities			
Net cash provided by/(used in) provided by operating activities	20	179	(243)
Cash flows from/(used in) investing activities	22	865	(822)
Cash flows from financing activities	21	96	33
Change in cash and cash equivalents in the reporting period		1,140	(1,032)
Cash and cash equivalents at 1 September		2,171	3,203
Cash and cash equivalents at 31 August	23	3,311	2,171

A Analysis of changes in net debt

	At 1 September 2020 £'000	Cash flows £'000	Other non-cash changes £'000	At 31 August 2021 £'000
Cash	2,171	1,140	-	3,311
	2,171	1,140	-	3,311
Loans falling due within one year	(38)	48	(80)	(70)
Loans falling due after more than one year	(149)	(144)	80	(213)
Total	1,984	1,044	-	3,028

Basis of preparation

The financial statements of the Academy Trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2020 to 2021 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Going concern

The Board of Trustees has a reasonable expectation that the Trust has adequate resources to continue in operational existence for the foreseeable future. In coming to this assessment, the Board has considered extensively a wide range of financial data and taken proactive measures to ensure the Trust operates with financial efficiency. These measures include, but are not limited to, the implementation of GAG and reserve pooling to ensure the Trust has the flexibility to meet headwinds from within existing resources; the establishment of a recruitment freeze incorporating a role-by-role assessment of backfill replacements; and review of curriculum delivery models using integrated curriculum financial planning modelling to support these discussions.

The Board has also considered the range of risks that exist alongside the detrimental impact that the COVID-19 pandemic has had on trading income, including lettings, catering and consultancy income. The Board is satisfied that robust plans are in place to weather these headwinds and it is for this reason, it continues to adopt the going concern basis in preparing the financial statements.

Income

All incoming resources are recognised when the Academy Trust has entitlement to the funds, the receipt is probable and the amount can be measured reliably.

Grants

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of meeting any performance-related conditions there is not unconditional entitlement to the income and its recognition is deferred and included in creditors as deferred income until the performance-related conditions are met. Where entitlement occurs before income is received, the income is accrued.

General Annual Grant is recognised in full in the Statement of Financial Activities in the year for which it is receivable and any abatement in respect of the period is deducted from income and recognised as a liability.

Income (continued)

Grants (continued)

Capital grants are recognised when there is entitlement and are not deferred over the life of the asset on which they are expended. Unspent amounts of capital grant are reflected in the balance in the restricted fixed asset fund.

Sponsorship income

Sponsorship income provided to the Academy Trust which amounts to a donation is recognised in the Statement of Financial Activities in the period in which it is receivable (where there are no performance-related conditions), where the receipt is probable and it can be measured reliably.

Donations

Donations are recognised on a receivable basis (where there are no performance-related conditions) where the receipt is probable and the amount can be reliably measured.

Other income

Other income, including the hire of facilities, catering income and trips income, is recognised in the period it is receivable and to the extent the Academy Trust has provided the goods or services.

Donated goods, facilities and services

Goods donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. If it is practical to assess the fair value at receipt, it is recognised in stock and 'Income from other trading activities'. Upon sale, the value of the stock is charged against 'Income from other trading activities' and the proceeds are recognised as 'Income from other trading activities'. Where it is impractical to fair value the items due to the volume of low value items they are not recognised in the financial statements until they are sold. This income is recognised within 'Income from other trading activities'. Where the donated good is a fixed asset it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the Academy Trust's accounting policies.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs but are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds

This includes all expenditure incurred by the Academy Trust to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Charitable activities

These are costs incurred on the Academy Trust's educational operations, including support costs and costs relating to the governance of the Academy Trust apportioned to charitable activities.

All resources expended are inclusive of irrecoverable VAT.

Tangible fixed assets

Assets costing £1,500 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Balance Sheet at cost and depreciated over their expected useful economic life. The related grants are recognised as income and credited to a restricted fixed asset fund in the Statement of Financial Activities and carried forward in the Balance Sheet. Depreciation on such assets is charged to the restricted fixed assets fund in the Statement of Financial Activities so as to reduce the fund over the useful economic life of the related assets on a basis consistent with the Academy Trust's depreciation policy.

Depreciation is provided for on all tangible fixed assets, other than freehold land, at rates calculated to write off the cost of each asset less residual value on a straight-line basis over its expected useful life, as follows:

◆ Buildings	2%
◆ Long leasehold improvement	4%
◆ Computer equipment	25%
◆ Furniture and fittings	12.5%
◆ Plant and machinery	10%

Tangible fixed assets (continued)

Assets in the course of construction are included at cost. This includes those assets transferred from local authorities, not complete, at the cost recorded in the local authority's records. Depreciation on these assets is not charged until they are brought into use.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable or where the remaining useful life is in excess of 50 years. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of Financial Activities.

Intangible Fixed Assets

All intangible assets are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably. Intangible assets are initially recognised at cost and are subsequently measured at cost net of amortisation and any provision for impairment. Amortisation is provided on intangible fixed assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life, as follows:

- ◆ Purchased computer software 20%

Liabilities

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Academy Trust anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions

Provisions are recognised when the Academy Trust has an obligation at the reporting date as a result of a past event which it is probable will result in the transfer of economic benefits and the obligation can be estimated reliably.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

Leased assets

Rentals under operating leases are charged on a straight line basis over the lease term.

Taxation

The Academy Trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Accordingly, the Academy Trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by part 11, chapter 3 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Pensions benefits

Retirement benefits to employees of the Academy Trust are provided by the Teachers' Pension Scheme ('TPS') and the Local Government Pension Scheme ('LGPS'). These are defined benefit schemes.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Academy Trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 25, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

The LGPS is a funded scheme and the assets are held separately from those of the Academy Trust in separate Trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of Financial Activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

Actuarial gains and losses are recognised immediately in other recognised gains and losses.

Fund accounting

Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objects of the Academy Trust at the discretion of the Trustees.

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by funders where the asset acquired or created is held for a specific purpose.

Restricted general funds comprise all other restricted funds received with restrictions imposed by the funder/donor and include grants from the Education and Skills Funding Agency/Department for Education.

Critical accounting estimates and areas of judgement

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The Academy Trust makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below. The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 25, will impact the carrying amount of the pension liability. Furthermore a roll forward approach, which projects results from the latest full actuarial valuation performed at 31 March 2016, has been used by the actuary in valuing the pensions liability at 31 August 2021. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

1 General Annual Grant (GAG)

Under a variation to the funding agreement with the Secretary of State dated 27 July 2018, the Trust may carry forward any unspent GAG from previous financial years without limit (unless a limit is specified in the Academies Financial Handbook, or otherwise as specified in writing by the Secretary of State, in which case that limit will apply). No such restriction had been specified for the years ended 31 August 2021 and 31 August 2020.

2 Donations and capital grants

	Unrestricted funds £'000	Restricted funds £'000	Restricted fixed assets funds £'000	2021 Total £'000
Capital grants	—	—	1,609	1,609
Donations	34	—	—	34
	34	—	1,609	1,643

	<i>Unrestricted funds</i> £'000	<i>Restricted funds</i> £'000	<i>Restricted fixed assets funds</i> £'000	<i>2020 Total £'000</i>
<i>Capital grants</i>	—	—	1,004	<i>1,004</i>
<i>Donations</i>	<i>89</i>	<i>11</i>	<i>—</i>	<i>100</i>
	89	11	1,004	1,104

3 Funding for the Academy Trust's educational operations

	Unrestricted funds £'000	Restricted funds £'000	2021 Total £'000
DfE/ESFA grants			
. General annual grant (GAG)	—	19,231	19,231
Other DfE / ESFA grants			
. UIFSM	—	33	33
. Pupil Premium	—	613	613
. Others	—	1,602	1,602
Teaching School grants	—	100	100
	—	21,579	21,579
Other government grants			
. Local authority grants	—	3,305	3,305
Other income from the academy trust's educational operations	333	—	333
COVID-19 additional funding (DfE/ESFA)			
Catch-up premium*	—	188	188
Other DfE/ESFA COVID-19 funding	—	111	111
	—	299	299
COVID-19 additional funding (non-DfE /ESFA)			
Coronavirus Job Retention Scheme grant	—	—	—
Other Coronavirus funding	—	23	23
	—	23	23
2021 total funds	333	25,206	25,539

*The trust received £188,000 of funding for catch-up premium and costs incurred in respect of this funding also totalled £188,000.

Following the reclassification in the Academies Accounts Direction 2020/21 of some grants received from the Department for Education and ESFA, the academy trust's funding for Universal Infant Free School Meals and Pupil Premium is no longer reported under the Other DfE Group grants heading, but as separate lines under the Other DfE/ESFA grants heading. The prior year numbers have been reclassified.

The academy trust has been eligible to claim additional funding in year from government support schemes in response to the coronavirus outbreak. The funding received is shown above under "exceptional government funding".

The funding received for coronavirus exceptional support covers £23k of health and safety improvement cost, and the costs of providing free school meal vouchers during the national lockdown period. These costs are included in note 7 below as appropriate.

3 Funding for the Academy Trust's educational operations (continued)

	<i>Unrestricted funds £'000</i>	<i>Restricted funds £'000</i>	<i>2020 Total £'000</i>
DfE/ESFA grants			
. General annual grant (GAG)	—	17,119	17,119
Other DfE / ESFA grants			
. UIFSM	—	42	42
. Pupil Premium	—	579	579
. Others	—	1,444	1,444
Teaching School grants	—	117	117
	—	19,301	19,301
Other government grants			
. Local authority grants	—	902	902
Other income from the academy trust's educational operations	414	—	414
Exceptional government funding			
Coronavirus exceptional support	—	22	22
	—	22	22
COVID-19 additional funding (non-DfE /ESFA)			
Coronavirus Job Retention Scheme grant	—	—	—
Other COVID-19 funding	—	—	—
	—	—	—
	414	20,225	20,639

4 Other trading activities

	<i>Unrestricted funds £'000</i>	<i>Restricted funds £'000</i>	2021 Total £'000
Hire of facilities	40	—	40
Income from other charitable activities	167	—	167
Income from ancillary trading activities	8	—	8
	215	—	215
	<i>Unrestricted funds £'000</i>	<i>Restricted funds £'000</i>	<i>2020 Total £'000</i>
Hire of facilities	173	—	173
Trip income	—	173	173
Community Arts income	17	—	17
Miscellaneous income	93	—	93
	283	173	456

5 Investment income

	Unrestricted funds £'000	Restricted funds £'000	2021 Total £'000
Short term deposits	—	—	—
	—	—	—
	Unrestricted funds £'000	Restricted funds £'000	2020 Total £'000
Short term deposits	8	—	8
	8	—	8

6 Expenditure

	Staff costs £'000	Non pay expenditure		2021 Total funds £'000
		Premises £'000	Other costs £'000	
Expenditure on raising funds				
Direct costs	369	—	182	551
Academy's educational operations:				
. Direct costs	16,415	—	2,011	18,426
. Allocated support costs	6,055	1,435	1,970	9,460
Teaching School	—	—	62	62
	22,839	1,435	4,225	28,499

	Staff costs £'000	Non pay expenditure		2020 Total funds £'000
		Premises £'000	Other costs £'000	
Expenditure on raising funds	334	—	289	623
Academy's educational operations:				
. Direct costs	13,460	—	1,391	14,851
. Allocated support costs	4,903	11,826	753	17,482
Teaching School	79	—	14	93
	18,776	11,826	2,447	33,049

	2021 £'000	2020 £'000
Net income/(expenditure) for the period includes:		
Operating lease rentals		
Loss on disposal of fixed assets	—	9
Depreciation	1,199	1,516
Fees payable to auditor for:		
. Audit	20	20
. Other services	4	4

7 Charitable activities - academy's educational operations

	2021 Total funds £'000	2020 Total funds £'000
Direct costs – educational operations	18,426	14,851
Support costs – educational operations	9,460	17,482
	27,886	32,333

Analysis of support costs	2021 Total funds £'000	2020 Total funds £'000
Support staff costs	6,055	4,903
Depreciation	1,199	1,524
Impairment charge on fixed assets	—	8,971
Technology costs	191	255
Premises costs	1,435	1,331
Other support costs	551	475
Governance costs	29	23
Total support costs	9,460	17,482

8 Comparative information

Analysis of income and expenditure in the year ended 31 August 2020 between restricted and unrestricted funds:

	Notes	Unrestricted funds £'000	Restricted general funds £'000	Restricted fixed asset funds £'000	2020 Total funds £'000
Income and endowments from:					
Donations and capital grants	2	89	11	1,004	1,104
. Transfer from local authority on conversion	30	—	(1,326)	1,925	599
Charitable activities:					
. Funding from the academy trust's educational operations	3	414	20,108	—	20,522
. Teaching school	3, 31	—	117	—	117
Other trading activities	4	283	173	—	456
Investments	5	8	—	—	8
Total income		794	19,083	2,929	22,806
Expenditure on:					
Raising funds	6	623	—	—	623
Charitable activities:					
. Academy's Trust's educational operations	6, 7	—	21,838	10,495	32,333
. Teaching school	6, 31	—	93	—	93
Total expenditure	6	623	21,931	10,495	33,049
Net income/(expenditure)		171	(2,848)	(7,566)	(10,243)
Transfers between funds		(529)	—	529	—
Other recognised (losses)					
Actuarial (losses) on defined benefit pension scheme	17, 25	—	(1,480)	—	(1,480)
Net movement in funds		(358)	(4,328)	(7,037)	(11,723)
Reconciliation of funds					
Total fund balances brought forward at 1 September		1,394	(6,577)	57,080	51,897
Total fund balances carried forward at 31 August		1,036	(10,905)	50,043	40,174

9 Staff

(a) Staff costs

Staff costs during the year were:

	2021 Total funds £'000	2020 Total funds £'000
Wages and salaries	15,737	13,218
Social security costs	1,635	1,289
Pension costs	4,988	3,929
	22,360	18,436
Staff supply costs	282	322
Staff restructuring costs	197	18
	22,839	18,776

Staff restructuring costs comprise:

	2021 Total funds £'000	2020 Total funds £'000
Redundancy payments	146	—
Severance payments	51	18
	197	18

(b) Non statutory/non contractual staff severance payments

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £51,000 (2020: £18,000).

(c) Staff numbers

The average number of persons employed by the Academy Trust during the period was as follows:

Charitable activities	2021 No.	2020 No.
Teachers	232	222
Administration and support	277	315
Management	43	38
	552	575

9 Staff (continued)

(d) Higher paid staff

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2021 No.	2020 No.
£60,001 - £70,000	12	4
£70,001 - £80,000	4	4
£80,001 - £90,000	2	1
£90,001 - £100,000	2	1
£100,001 - £110,000	1	1
£110,001 - £120,000	1	1
£120,001 - £130,000	1	—

(e) Key management personnel

The key management personnel of the Academy Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employers' National Insurance) received by key management personnel for their services to the Academy Trust was £566,607 (2020: £433,858).

10 Trustees' remuneration and expenses

There are no Trustees which been paid remuneration or has received other benefits from an employment with the Academy Trust in the year ended 31 August 2021 (2020 – £nil).

During the period ended 31 August 2021, travel and subsistence expenses totalling £nil were reimbursed to Trustees (2020: £720 to three Trustees).

11 Trustees' and Officers' insurance

In accordance with normal commercial practice the Academy Trust has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. From April 2015, the Trust joined the Department for Education's Risk Protection Arrangement ('RPA') as an alternative to insurance through which the cost of risks that materialise will be covered by government funds. These arrangements provide Trustees liability cover up to £10,000,000 for each and every loss and unlimited professional indemnity other than libel, slander or defamation which is limited to £500,000 for each and every loss. The cost of the RPA is included in the total insurance cost.

12 Intangible fixed assets

	Computer software £'000
<hr/>	
Cost	
At 1 September 2020	41
Additions	—
At 31 August 2021	<u>41</u>
 Amortisation	
At 1 September 2020	8
Charged in year	8
At 31 August 2021	<u>16</u>
 Net book value	
At 31 August 2021	<u>25</u>
At 31 August 2020	<u>33</u>
<hr/>	

13 Tangible fixed assets

	Freehold land and buildings £'000	Leasehold land and buildings £'000	Long leasehold improve- ments £'000	Assets under construc- tion £'000	Furniture and equipment £'000	Computer equipment £'000	Plant and machinery £'000	Total £'000
Cost								
At 1 September 2020	13,500	31,923	5,280	435	121	1,196	499	52,954
Additions	—	91	160	419	34	40	—	744
Transfers	—	6	848	(854)	—	—	—	—
At 31 August 2021	<u>13,500</u>	<u>32,020</u>	<u>6,288</u>	<u>—</u>	<u>155</u>	<u>1,236</u>	<u>499</u>	<u>53,698</u>
Depreciation								
At 1 September 2020	384	337	673	—	53	924	361	2,732
Charged in the year	192	612	232	—	15	108	40	1,199
At 31 August 2021	<u>576</u>	<u>949</u>	<u>905</u>	<u>—</u>	<u>68</u>	<u>1,032</u>	<u>401</u>	<u>3,931</u>
Net book values								
At 31 August 2021	<u>12,924</u>	<u>31,071</u>	<u>5,383</u>	<u>—</u>	<u>87</u>	<u>204</u>	<u>98</u>	<u>49,767</u>
At 31 August 2020	<u>13,116</u>	<u>31,586</u>	<u>4,607</u>	<u>435</u>	<u>68</u>	<u>272</u>	<u>138</u>	<u>50,222</u>

No academies joined the group during 2020/21 (2019/20 – two transferring from local authorities). The value of the buildings transferred on conversion is included within tangible fixed assets (note 30). Assets under construction are works to academy buildings that have been funded from DfE capital grants.

14 Debtors

	2021 £'000	2020 £'000
Trade debtors	128	36
VAT recoverable	119	132
Other debtors	15	8
Prepayments and accrued income	582	497
	844	673

15 Creditors: amounts falling due within one year

	2021 £'000	2020 £'000
Trade creditors	277	280
Other taxation and social security	378	366
Other creditors	155	64
Accruals and deferred income*	978	891
Loans (note 16)	70	38
	1,858	1,639

*Deferred income element amounts to £388k (2020: £314k).

16 Creditors: amounts falling due in greater than one year

	2021 £'000	2020 £'000
Loans	213	149
	213	149

Analysis of loans

	2021 £'000	2020 £'000
Less than one year (note 15)		
Salix loan – boiler and heating system replacement (1)	15	15
Salix loan – roofing project (2)	—	2
CIF loan – roofing project (3)	2	10
Salix loan – LED lighting upgrade (4)	4	4
Salix loan – roofing project (5)	8	7
Salix loan – LED lighting upgrade (6)	21	—
CIF loan – windows (7)	12	—
CIF loan – fire safety (8)	8	—
	70	38

16 Creditors: amounts falling due in greater than one year (continued)

More than one year (above)	2021 £'000	2020 £'000
Salix loan – boiler and heating system replacement (1)	15	30
Salix loan – roofing project (2)	—	—
CIF loan – roofing project (3)	—	2
Salix loan – LED lighting upgrade (4)	2	6
Salix loan – roofing project (5)	40	47
Salix loan – LED lighting upgrade (6)	96	64
CIF loan – windows (7)	35	—
CIF loan – fire safety (8)	25	—
	213	149

(1) Loan of £120k from SALIX provided at 0% over 8 years has £30k remaining and is repayable at £15k per annum. Maturity date 1 March 2023.

(2) Loan of £12k from SALIX provided at 0% over 4 years has £Nil remaining and is repayable at £3k per annum. Maturity date 1 September 2020.

(3) CIF Loan of £38k provided at 1.65% interest over 4 years has £2k remaining and is repayable at £10k per annum. Maturity date 1 August 2021.

(4) Loan of £22k from SALIX provided at 0% over 5 years has £6k remaining and is repayable at £4k per annum. Maturity date 1 September 2022.

(5) Loan of £55k from SALIX provided at 1.25% over 8 years has £47k remaining and is repayable at £7k per annum. Maturity date 1 September 2028.

(6) Loan of £128k from SALIX provided at 0% over 8 years has £117k remaining and is repayable at £8k per annum. Maturity date 1 March 2029.

(7) CIF Loan of £46k provided at 5% of interest over 4 years has £47k remaining and is repayable at 8k per annum. Maturity date is 31 August 2025.

(8) CIF loan of £36k provided at provided at 4.8% of interest over 4 years has £33k remaining and is repayable at £8k per annum. Maturity date is 31 August 2025.

17 Funds

	Balance at 1 September 2020 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2021 £'000
Restricted general funds					
General Annual Grant (GAG)	9	19,231	(19,107)	(92)	41
UIFSM	—	33	(33)	—	—
Pupil premium	89	613	(613)	—	89
Catch-up premium	—	188	(188)	—	—
Other DfE/ESFA COVID-19 funding	—	111	(111)	—	—
Coronavirus Job Retention Scheme grant	—	23	(23)	—	—
Other grants	134	1,602	(1,602)	—	134
Pension reserve	(11,137)	—	(1,667)	(1,401)	(14,205)
	<u>(10,905)</u>	<u>21,801</u>	<u>(23,344)</u>	<u>(1,493)</u>	<u>(13,941)</u>
Other restricted funds					
Local authority grants	—	3,305	(3,305)	—	—
Other restricted funds	—	100	(100)	—	—
	<u>—</u>	<u>3,405</u>	<u>(3,405)</u>	<u>—</u>	<u>—</u>
Restricted fixed assets fund					
Transfer on conversion	31,609	—	—	—	31,609
DfE/EFA capital grants	16,621	1,609	(1,199)	—	17,031
Capital expenditure from GAG / unrestricted funds	1,813	—	—	92	1,905
	<u>50,043</u>	<u>1,609</u>	<u>(1,199)</u>	<u>92</u>	<u>50,545</u>
Total restricted funds	<u>39,138</u>	<u>26,815</u>	<u>(27,948)</u>	<u>(1,401)</u>	<u>36,604</u>
Total unrestricted funds	<u>1,036</u>	<u>582</u>	<u>(551)</u>	<u>—</u>	<u>1,067</u>
Total funds	<u>40,174</u>	<u>27,397</u>	<u>(28,499)</u>	<u>(1,401)</u>	<u>37,671</u>

17 Funds (continued)

Analysis of academies by fund balance

During the year, the academy commenced the pooling of reserves of schools within the Trust. Consequently all funds are now shown as being held by central services at 31 August 2021.

Fund balances at 31 August were allocated as follows:

	2021 £'000	2020 £'000
Cranbury College	—	(9)
Maiden Erlegh School	—	778
Maiden Erlegh School in Reading	—	1,011
Great Hollands Primary School	—	(114)
Hamilton School	—	68
Maiden Erlegh Chiltern Edge	—	16
Central services	1,331	(482)
Total before fixed assets and pension reserve	1,331	1,268
Restricted fixed asset fund	50,545	50,043
Pension reserve	(14,205)	(11,137)
	37,671	40,174

Analysis of academies by cost

Expenditure incurred by each academy during the year was:

	Teaching and educational support staff costs £'000	Other support staff costs £'000	Educational supplies £'000	Other costs (excluding depreciation) £'000	Total 2021 £'000	Total 2020 £'000
Cranbury College	1,547	668	515	365	3,095	185
Maiden Erlegh School	7,108	974	466	868	9,416	10,058
Hamilton School	742	170	158	252	1,322	740
Maiden Erlegh School in Reading	3,595	639	238	365	4,837	5,230
Great Hollands Primary School	1,305	249	110	184	1,848	1,989
Maiden Erlegh Chiltern Edge	1,664	353	126	235	2,378	2,660
Central services	580	3,239	12	573	4,404	563
Maiden Erlegh Trust	16,541	6,292	1,625	2,842	27,300	21,425

17 Funds (continued)

Analysis of academies by cost continued

	Teaching and educational support staff costs £'000	Other support staff costs £'000	Educational supplies £'000	Other costs (excluding depreciation) £'000	Total 2020 £'000
Cranbury College	118	56	—	11	185
Maiden Erleigh School	6,674	1,421	439	1,524	10,058
Hamilton School	399	102	65	174	740
Maiden Erleigh School in Reading	3,210	908	219	893	5,230
Great Hollands Primary School	1,237	296	101	355	1,989
Maiden Erleigh Chiltern Edge	1,465	556	105	534	2,660
Central services	374	820	42	(673)	563
Maiden Erleigh Trust	13,477	4,159	971	2,818	21,425

Comparative information

Comparative information in respect of the preceding period is as follows:

	Balance at 1 September 2019 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2020 £'000
Restricted general funds					
General Annual Grant (GAG)	—	17,119	(17,110)	—	9
Start up grant	—	139	(139)	—	—
Pupil premium	175	580	(666)	—	89
Other grants	518	2,571	(2,955)	—	134
Pension reserve	(7,270)	(1,326)	(1,061)	(1,480)	(11,137)
	(6,577)	19,083	(21,931)	(1,480)	(10,905)
Restricted fixed assets fund					
Transfer on conversion	39,439	1,925	(9,755)	—	31,609
DfE/EFA capital grants	16,301	1,004	(684)	—	16,621
Capital expenditure from GAG / unrestricted funds	1,340	—	(56)	529	1,813
	57,080	2,929	(10,495)	529	50,043
Total restricted funds	50,503	22,012	(31,223)	(951)	39,138
Total unrestricted funds	1,394	794	(623)	(529)	1,036
Total funds	51,897	22,806	(33,049)	(1,480)	40,174

18 Analysis of net assets between funds

Fund balances at 31 August 2021 are represented by:

	Unrestricted funds £'000	Restricted General Funds £'000	Restricted Fixed Assets Fund £'000	Total 2021 £'000	Total 2020 £'000
Intangible fixed assets	—	—	25	25	33
Tangible fixed assets	—	—	49,767	49,767	50,222
Current assets	1,067	2,335	753	4,155	2,844
Current liabilities	—	(1,858)	—	(1,858)	(1,639)
Non-current liabilities	—	(213)	—	(213)	(149)
Pension scheme liability	—	(14,205)	—	(14,205)	(11,137)
Total net assets	1,067	(13,941)	50,545	37,671	40,174

	Unrestricted funds £'000	Restricted General Funds £'000	Restricted Fixed Assets Fund £'000	Total 2020 £'000
Intangible fixed assets	—	—	33	33
Tangible fixed assets	—	—	50,222	50,222
Current assets	1,036	2,020	(212)	2,844
Current liabilities	—	(1,639)	—	(1,639)
Non-current liabilities	—	(149)	—	(149)
Pension scheme liability	—	(11,137)	—	(11,137)
Total net assets	1,036	(10,905)	50,043	40,174

19a Commitments under operating leases

At 31 August the total of the Academy Trust's future minimum lease payments under non-cancellable operating leases was:

	2021 £'000	2020 £'000
Amounts due within one year	88	68
Amounts due between one and five years	118	78
Amounts due after five years	—	—
	206	146

19b Capital commitments

At 31 August 2021, the Trust had capital commitments totalling £67k (2020 - £401k)

20 Reconciliation of net expenditure to net cash flow from operating activities

	2021 £'000	2020 £'000
Net movement in funds (as per the statement of financial activities)	(1,102)	(10,243)
Adjustments for:		
Inherited tangible assets	—	(1,925)
Inherited pension deficit	—	1,326
Depreciation	1,119	1,516
Amortisation	8	8
Impairment charge on fixed assets	—	8,971
Capital grants from DfE and other capital income	(1,609)	(1,004)
Loss on disposal of fixed assets	—	9
Interest receivable	—	(8)
Defined benefit pension scheme cost less contributions payable	1,667	1,061
Decrease in debtors	(171)	(143)
Increase in creditors	187	189
Net cash provided for/(used in) provided by operating activities	179	(243)

21 Cash flows from financing activities

	2021 £'000	2020 £'000
Repayments of borrowing	(48)	(31)
Cash inflows from new borrowing	144	64
Net cash provided by financing activities	96	33

22 Cash flows from investing activities

	2021 £'000	2020 £'000
Dividends, interest and rents from investments	—	8
Purchase of intangible fixed assets	—	(11)
Purchase of tangible fixed assets	(744)	(1,823)
Capital grants from DfE / ESFA	1,609	1,004
Net cash provided/ (used in) by operating activities	865	(822)

23 Analysis cash and cash equivalents

	2021 £'000	2020 £'000
Cash in hand and at bank	3,311	2,171
Total cash and cash equivalents	3,311	2,171

24 Members' Liability

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/she is a member, or within one year after he/she ceases to be a member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before he/she ceases to be a member.

25 Pension and similar obligations

The Academy Trust's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales ('TPS') for academic and related staff; and the Local Government Pension Scheme ('LGPS') for non-teaching staff, which is managed by the Royal Borough of Windsor and Maidenhead and Oxfordshire. Both are multi-employer defined benefit pension schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and of the LGPS 31 March 2016.

Contributions amounting to £nil were payable to the schemes at 31 August 2021 (2020: £nil) and are included within creditors.

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for teachers in academies. All teachers have the option to opt-out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary - these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

- ◆ employer contribution rates set at 23.68% of pensionable pay (including a 0.08% administration levy);
- ◆ total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million; and

25 Pension and similar obligations (continued)

- ◆ the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI. Assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

The next valuation result is due to be implemented from 1 April 2023.

The employer's pension costs paid to TPS in the period amounted to £3,322,473 (2020: £2,119,104).

A copy of the valuation report and supporting documentation is on the Teachers' Pension Scheme website.

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The academy trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The academy trust has set out above the information available on the scheme.

Local Government Pension Scheme (LGPS)

The LGPS is a funded defined benefit pension scheme, with the assets held in separate Trustee-administered funds.

The total contribution made for the year ended 31 August 2021 was £1,290,000 (2020: £953,000), of which employer's contributions totalled £938,000 (2020: £721,000) and employees' contributions totalled £352,000 (2020: £232,000). The agreed contribution rates for future years are 21.6% from April 2020 for employers for the Berkshire Pension Fund and 18.0% for employers for the Oxfordshire Pension Fund, and between 5.5% and 12.5% for employees, or a 50:50 option of between 2.5% and 6.35%, both banded according to salary.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of an academy trust closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013.

25 Pension and similar obligations (continued)

Principal Actuarial Assumptions	At 31 August 2021	At 31 August 2020
Rate of increase in salaries	3.85%	3.25%
Rate of increase for pensions in payment / inflation	2.90%	2.30%
Discount rate for scheme liabilities	1.65%	1.60%
Inflation assumption (CPI)	2.90%	2.30%

The current mortality assumptions include sufficient allowance for future improvements in mortality rates. The assumed life expectations on retirement age 65 are:

	At 31 August 2021	At 31 August 2020
<i>Retiring today</i>		
Males	21.4	21.5
Females	24.0	24.1
 <i>Retiring in 20 years</i>		
Males	22.6	22.9
Females	25.4	25.5

25 Pension and similar obligations (continued)

Local Government Pension Scheme (LGPS) (continued)

The Academy Trust's share of the assets in the scheme were:

	Fair value at 31 August 2021 £'000	Fair value at 31 August 2020 £'000
Equity instruments	5,588	4,089
Bonds	1,600	938
Cash	185	630
Other	—	—
Property	1,640	1,254
Total market value of assets	9,013	6,911

	2021 £'000	2020 £'000
Amounts recognised in statement of financial activities		
Current service cost (net of employer contribution)	2,778	915
Past service cost	—	—
Net interest cost	173	141
Benefit changes	6	5
Total operating charge	2,957	1,061

	2021 £'000	2020 £'000
Changes in the present value of defined benefit obligations were as follows:		
At 1 September	18,048	12,852
Inherited liabilities transferred in	—	2,097
Current service cost	2,426	1,636
Interest cost	294	260
Employee contributions	352	232
Actuarial loss	2,218	1,021
Benefits paid	(120)	(50)
Past service cost	—	—
At 31 August	23,218	18,048

	2021 £'000	2020 £'000
Changes in the fair value of the scheme's assets:		
At 1 September	6,911	5,582
Inherited assets transferred in	—	771
Interest income	121	119
Return on plan assets	817	(459)
Administrative expenses	(6)	(5)
Employer contributions	938	721
Employee contributions	352	232
Benefits paid	(120)	(50)
At 31 August	9,013	6,911

26 Related party transactions

Owing to the nature of the Academy Trust and the composition of the Board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the Academy Trust has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Academy Trust's financial regulations and normal procurement procedures. The following related party transaction took place in the period of account.

Mrs Helen May (spouse of Ian May BEM, Trustee) is employed by the Trust as an Exam Invigilator at Maiden Erlegh School. Mrs May's remuneration during the period was £nil (2020 – between £0 and £2,000).

No other related party transactions took place in the period of account, other than certain Trustees' remuneration and expenses already disclosed in note 10.

The Academy Trust conducted the above related party transactions in accordance with the requirements of the Academies Financial Handbook, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with their financial regulations and procurement procedures.

27 Events after the end of the reporting period

There have been no events after the end of the reporting period relevant to the financial statements.

28 Agency arrangements

The Academy Trust distributes 16-19 Bursary funds to students as an agent for ESFA. In the accounting period ended 31 August 2021 the Trust received £16,664 (2020 - £21,646) and disbursed £18,134 (2020 - £11,611) from the fund to students. Institutions are permitted to use up to 5% of the single allocation for administrative costs, and the Academy Trust retained £833 in the year ended 31 August 2021 (2020 - £nil).

29 Central services

The Academy Trust has provided the following central services to its academies during the year:

- ◆ IT support
- ◆ Executive leadership of the Trust
- ◆ School improvement services
- ◆ Human resources and payroll services
- ◆ Financial and accounting services, including financial governance services
- ◆ Governance and legal services
- ◆ Estates management and health and safety services
- ◆ Marketing, communications and admissions services
- ◆ Catering services

29 Central services (continued)

The vast majority of these central services are funded by the GAG pool. However, in line with the Trust's GAG Pooling Policy a levy of 6% was charged on income streams that do not form part of the GAG pool, including Post-16 funding from Maiden Erlegh School, and place plus top-up funding at Cranbury College and Hamilton School.

The actual amounts charged during the year were as follows:

	2021 £	2020 £
Cranbury College	220	8
Maiden Erlegh School	133	490
Maiden Erlegh School in Reading	—	346
Hamilton School	123	41
Great Hollands Primary School	—	84
Maiden Erlegh Chiltern Edge	—	133
	476	1,102

30 Transfer from Local Authority on conversion

During the year ended 31 August 2020, two academies joined the Trust. At the date of conversion to Academy status under the Academies Act 2010, the operations and assets and liabilities were transferred to the group for £nil consideration. The transfer has been accounted for using the acquisition method. The assets and liabilities transferred were valued at their fair value and recognised in the balance sheet under the appropriate headings with a corresponding net amount recognised as net incoming resources in the Statement of Financial Activities as voluntary income.

The following tables sets out the fair values of the identifiable assets and liabilities transferred and an analysis of their recognition in the statement of financial activities.

Hamilton School:

	Unrestricted funds £'000	Restricted general funds £'000	Restricted fixed asset funds £'000	Total £'000
Tangible fixed assets				
. Leasehold land and buildings	—	—	205	205
LGPS pension deficit	—	(887)	—	(887)
Net (liabilities) / assets	—	(887)	205	(682)

Cranbury College:

	Unrestricted funds £'000	Restricted general funds £'000	Restricted fixed asset funds £'000	Total £'000
Tangible fixed assets				
. Leasehold land and buildings	—	—	1,720	1,720
LGPS pension deficit	—	(439)	—	(439)
Net (liabilities) / assets	—	(439)	1,720	1,281

30 Transfer from Local Authority on conversion (continued)

Total:	Unrestricted funds £'000	Restricted general funds £'000	Restricted fixed asset funds £'000	Total £'000
Tangible fixed assets				
· Leasehold land and buildings	—	—	1,925	1,925
LGPS pension deficit	—	(1,326)	—	(1,326)
Net (liabilities) / assets	—	(1,326)	1,925	599

31 Teaching school trading account

	2021 £	2021 £	2020 £	2020 £
Income				
Direct income				
Teaching School grants	41		67	
Other income				
Fundraising and other trading activities	59		50	
		100		117
Expenditure				
Direct costs				
Direct staff costs	38		62	
Staff development	—		9	
Other direct costs	2		2	
Total direct costs		(40)		(73)
Indirect costs				
Support staff costs	22		17	
Recruitment and support	—		1	
Other support costs	—		2	
Share of governance costs	—		—	
Total indirect costs		(22)		(20)
Total operating costs		(62)		(93)
Surplus from all sources		38		24
Teaching school balances at 1 September		88		64
Teaching school balances at 31 August		126		88